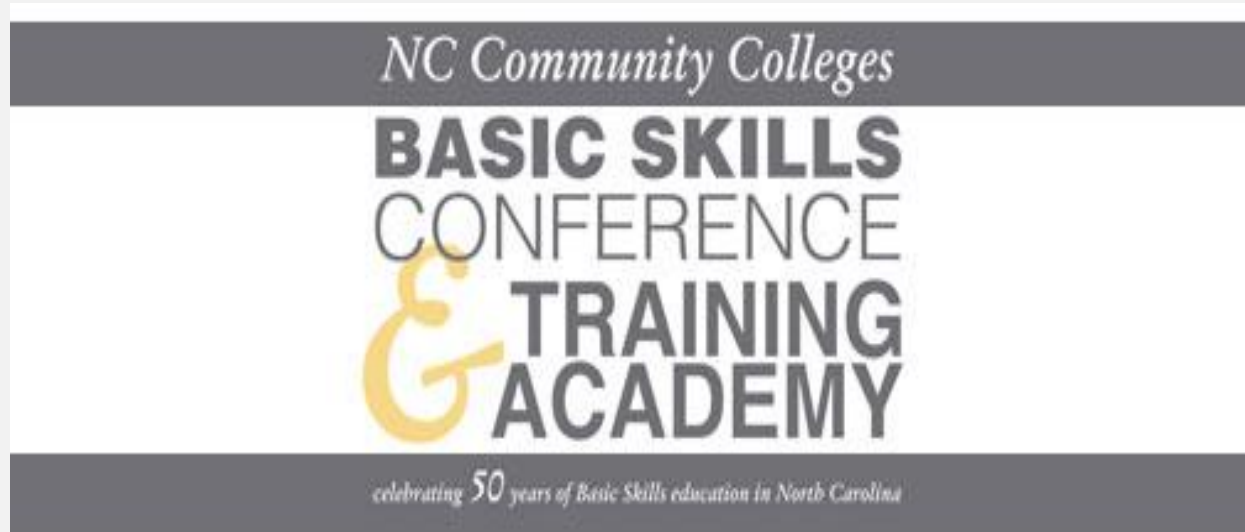


Transitions for All Students



Creating Success

NC Community Colleges
Hope • Opportunity • Jobs

Great

Good Leaders, Tough Decisions

***It's All About
Leadership***

Reecie D. Stagnolia

Vice President, Kentucky Adult Education

WHY IS THIS IMPORTANT?

Which Comes First, Educated Workers or Jobs for Educated Workers?



The Challenge:



Producing a U.S. workforce that is more productive, creative, and better problem-solvers than any other on the planet.



A special report from Lumina Foundation

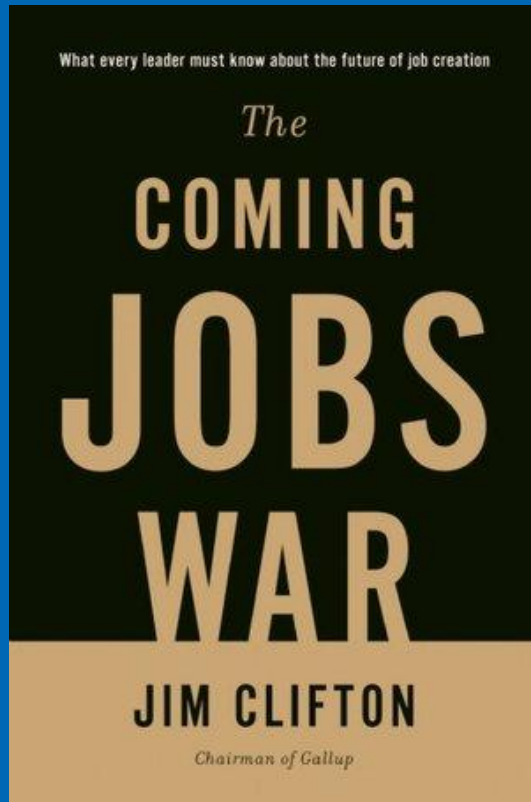


How and why Americans must achieve a Big Goal for college attainment

March 2012

In 2009, Lumina Foundation officially adopted its Big Goal that 60 percent of Americans obtain a high-quality postsecondary degree or credential by 2025.

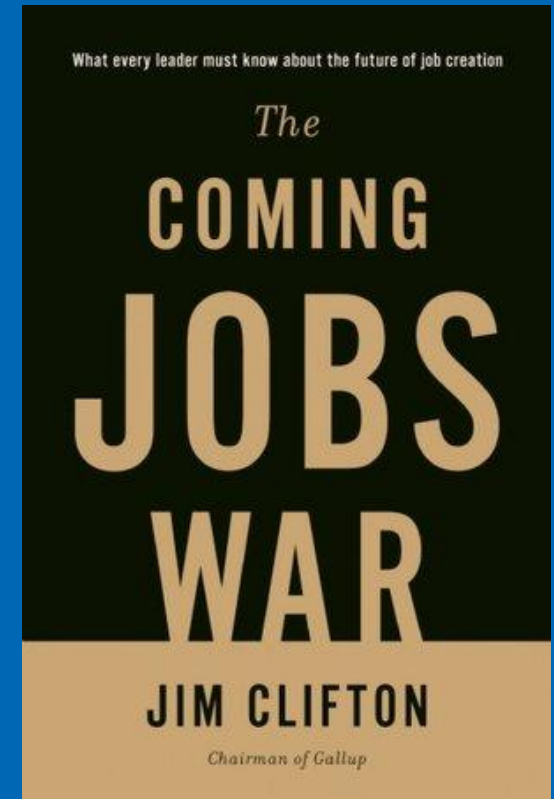
A Global War for Good Jobs is Coming.



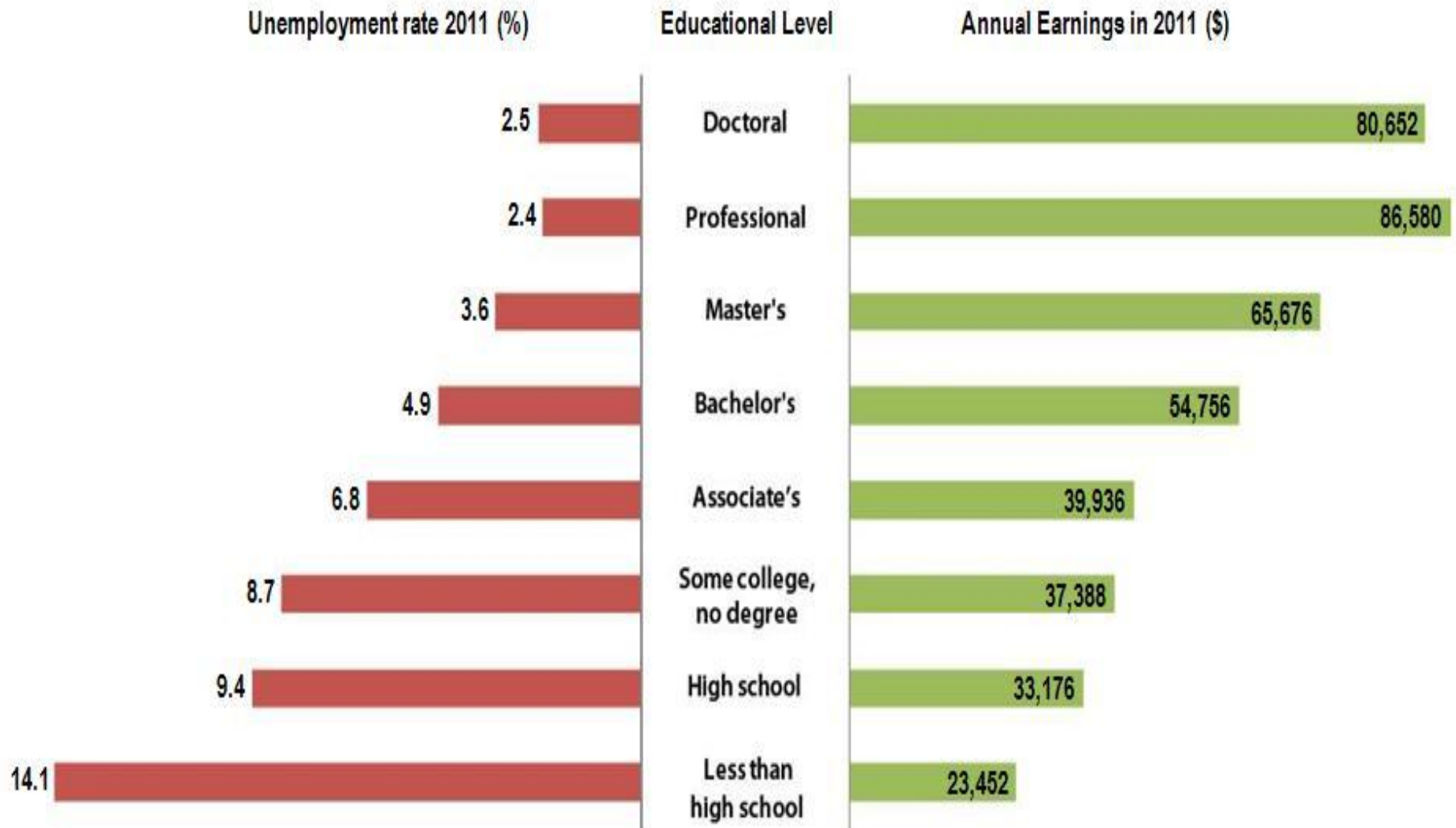
- At the current rate, employers in 2025 will need about 23 million more degree holders than our nation's colleges and universities will have produced.
- Approximately 2/3 of the nation's college completion goal will come from non-traditional students entering and staying in the pipeline.

A Global War for Good Jobs is Coming

- 3 billion people reported to Gallup they want a job that pays a living wage.
- Only 1.2 million jobs in the world currently fit that description.
- As the foreign workforce becomes more educated, competition for jobs will be fierce.



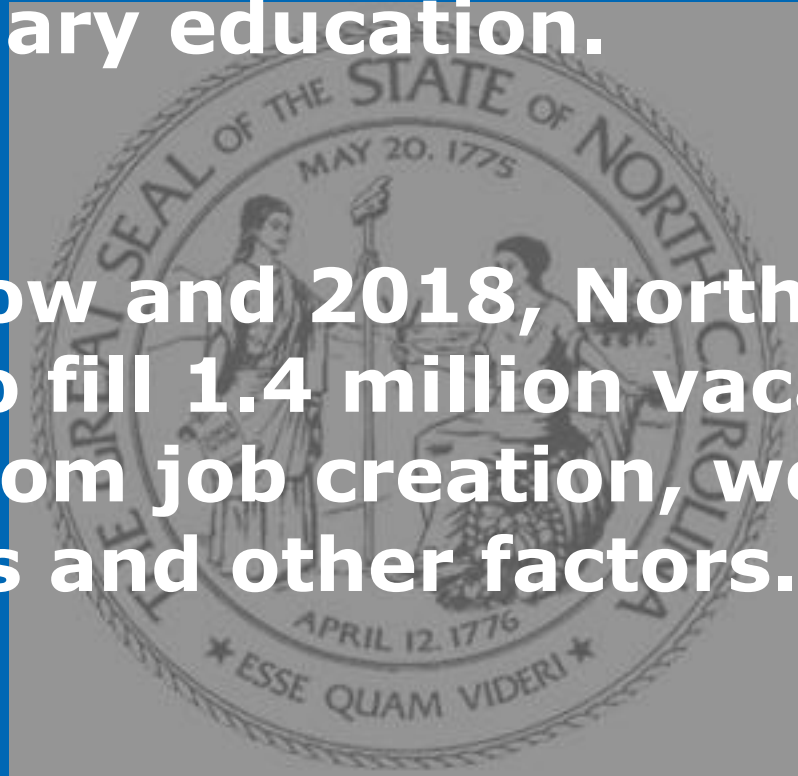
Education pays:



Source: Bureau of Labor Statistics, Current Population Survey

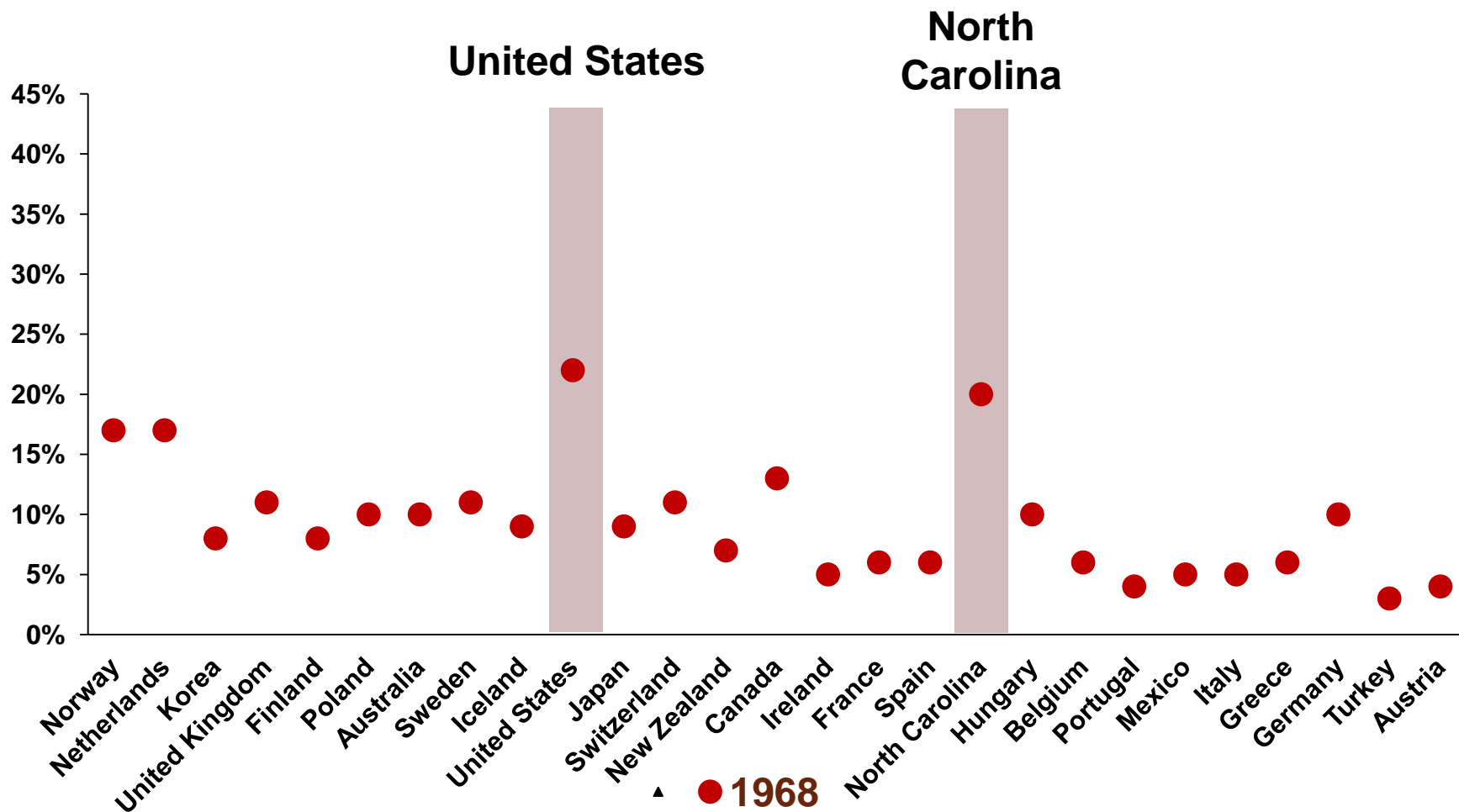
By 2018, 59% of all jobs in North Carolina will require some level of postsecondary education.

Between now and 2018, North Carolina will need to fill 1.4 million vacancies resulting from job creation, worker retirements and other factors.

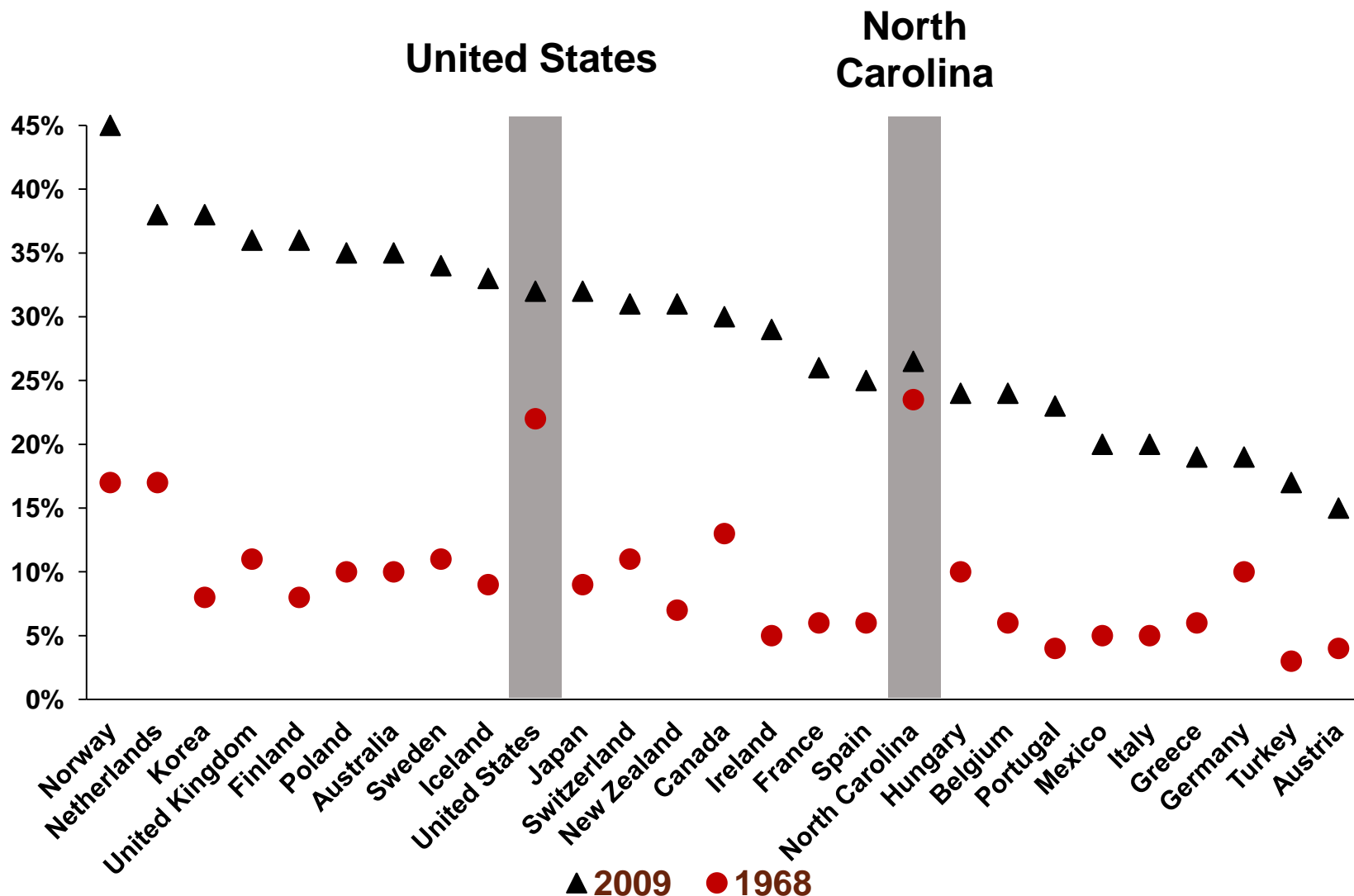


*-Center on Education and the Workforce,
Georgetown University, 2010*

Baccalaureate Attainment 25-34 Age Cohort, 1968

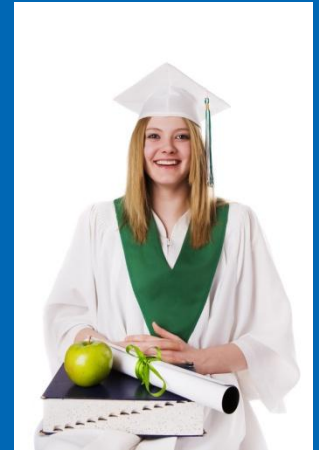


Baccalaureate Attainment 25-34 Age Cohort, 1968 & 2009



Sources: OECD, *Education at a Glance*, 1968 CPS and 2009 ACS

“A preemptive focus on adult education actually saves governments money by reducing societal healthcare, public assistance and incarceration costs. Adult education also improves and expands the nation’s available pool of human capital by helping motivated but under educated people achieve gainful employment in today’s increasingly high-tech and global job market, and at a far lower cost per learner when compared to either K-12 or higher education.”



“The Return on Investment from Adult Education and Training,” a policy paper by the McGraw-Hill Research Foundation, May 2011

As many as 60% of community college students must take development education courses – only 25% who do, earn a degree in 8 years

**The Chronicle of
Higher Education
April 20, 2010**

Estimated that 50-80% students in AE programs have learning disabilities/differences



Only 3% of students who start college in AE programs earn degree

41% of students in AE programs are unemployed

**The Chronicle of Higher
Education April 11, 2011**

Human Capital Development

“The reason persistent growth is enabled by human capital formation is that human capital, unlike physical capital, has both the direct effect on the productivity of current labor and capital inputs, and an indirect effect on the production of more knowledge. A continuous accumulation of knowledge can thus lead to a self-sustaining growth in per capita income.”

-Isaac Ehrlich, “The Mystery of Human Capital as Engine of Growth”

Adult Education of the Future

Reach Higher, America

Overcoming Crisis in the U.S. Workforce

“The National Commission on Adult Literacy calls on Congress and state governments to make **postsecondary** and **workforce readiness** the new mission of the adult education and workforce skills system.”

Source: *Report of the National Commission on Adult Literacy, June 2008*

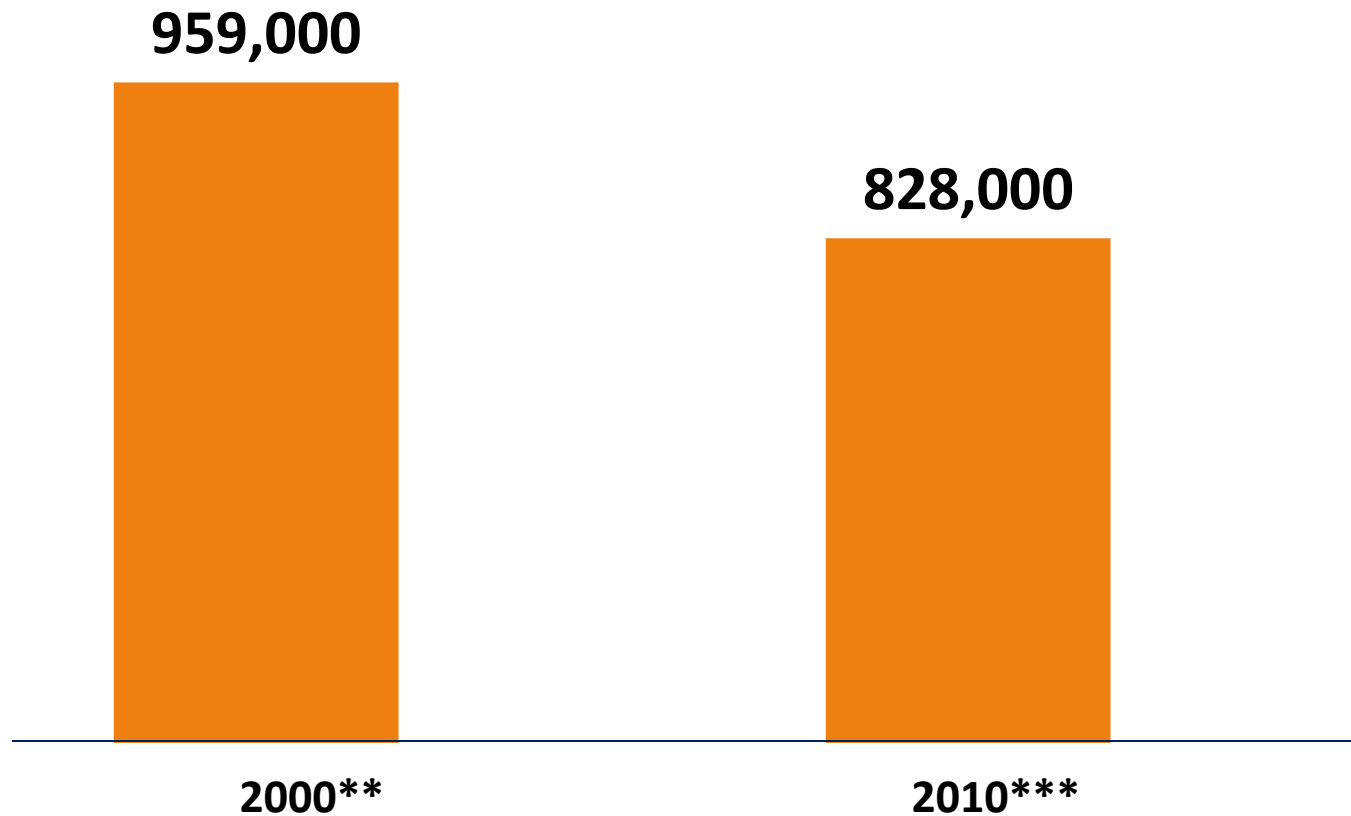


**HOW IS NORTH CAROLINA
DOING?**

North Carolina Adult Education System

Decade of Progress

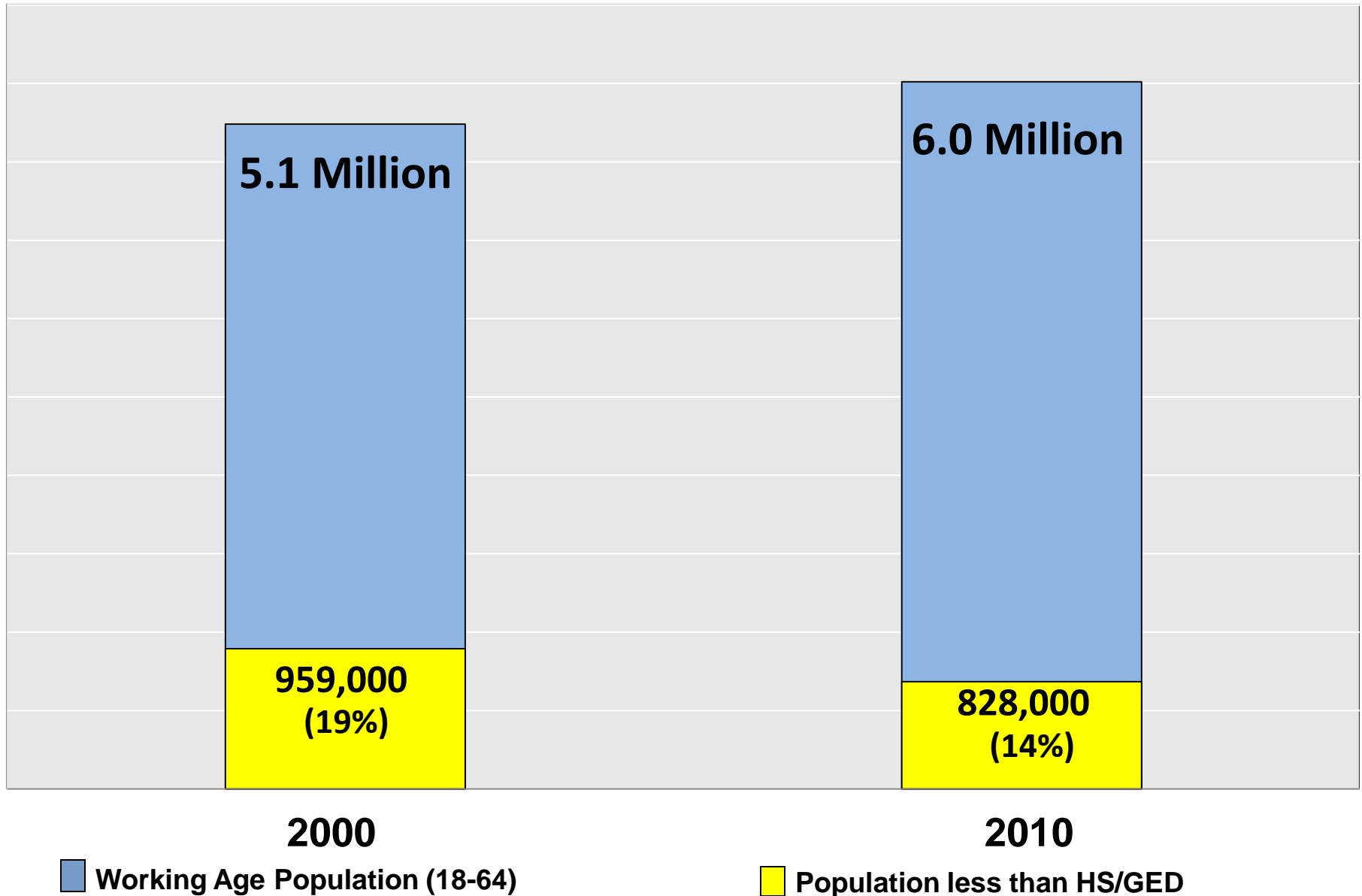
Population, 18-64, without a
High School Credential



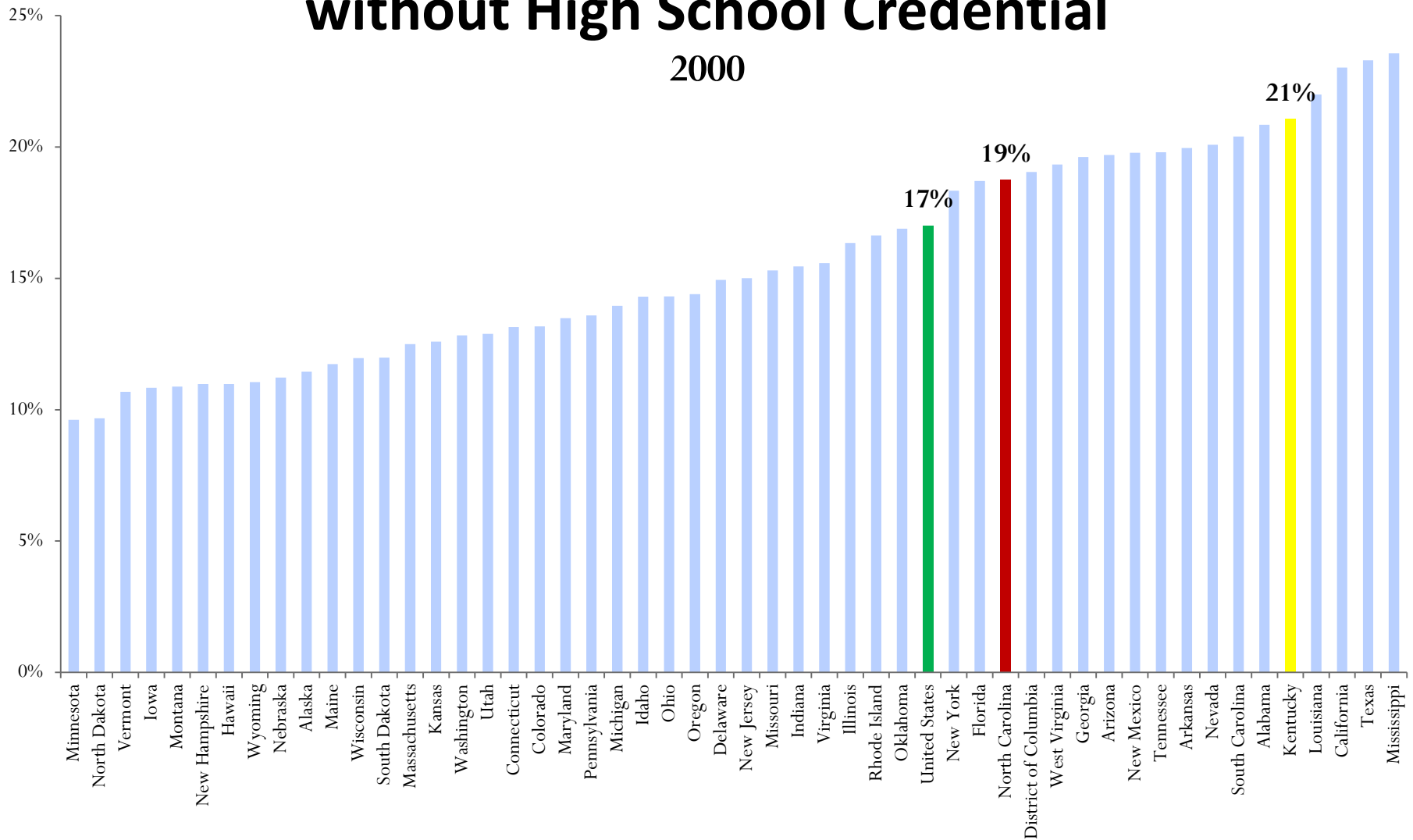
**2000 U.S. Census

***2006-10 American Community Survey

Working Age Population in Need of High School Equivalency.....A Decade of Progress



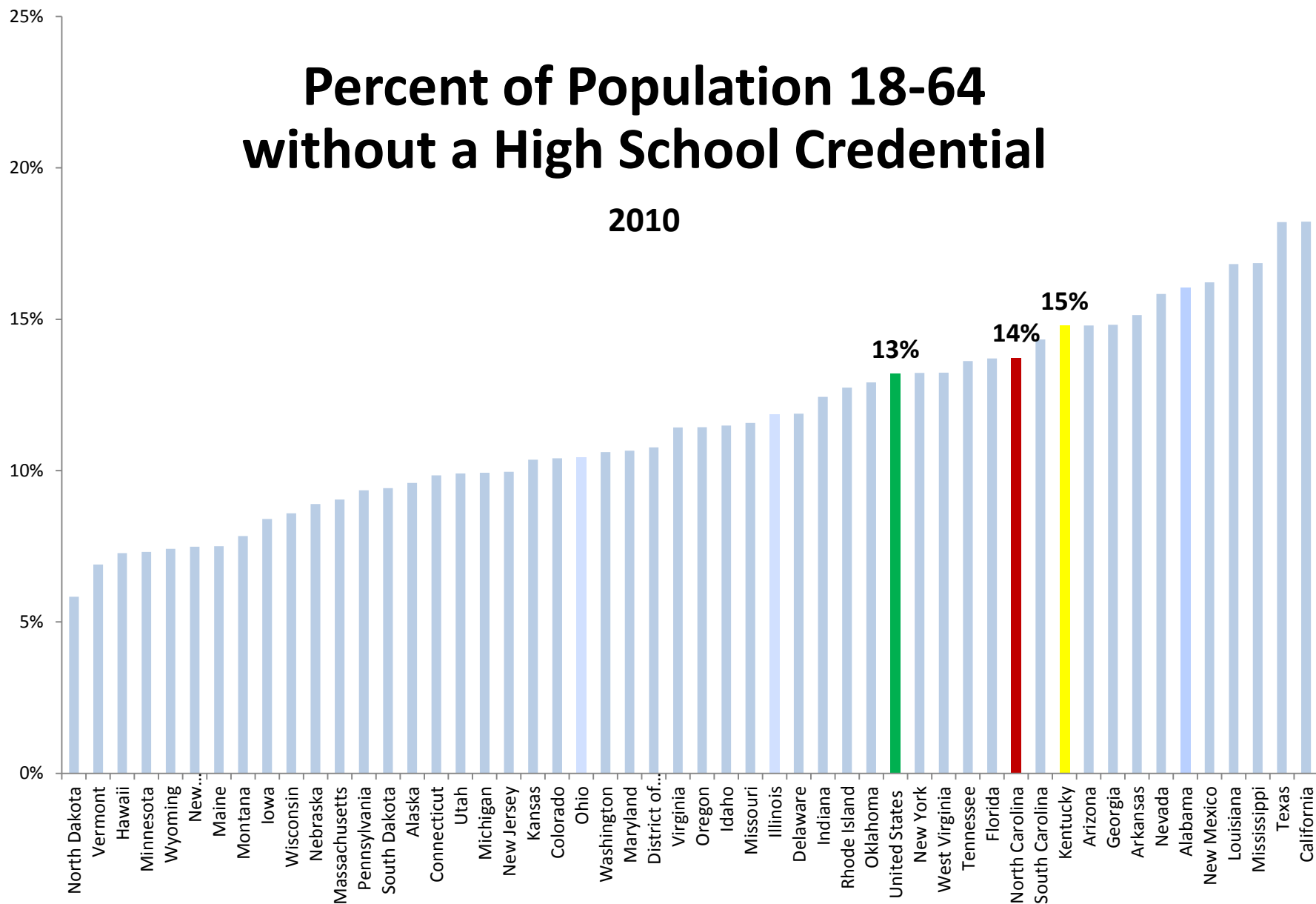
Percent of Population, 18-64, without High School Credential 2000



Source: 2000 Census

Percent of Population 18-64 without a High School Credential

2010

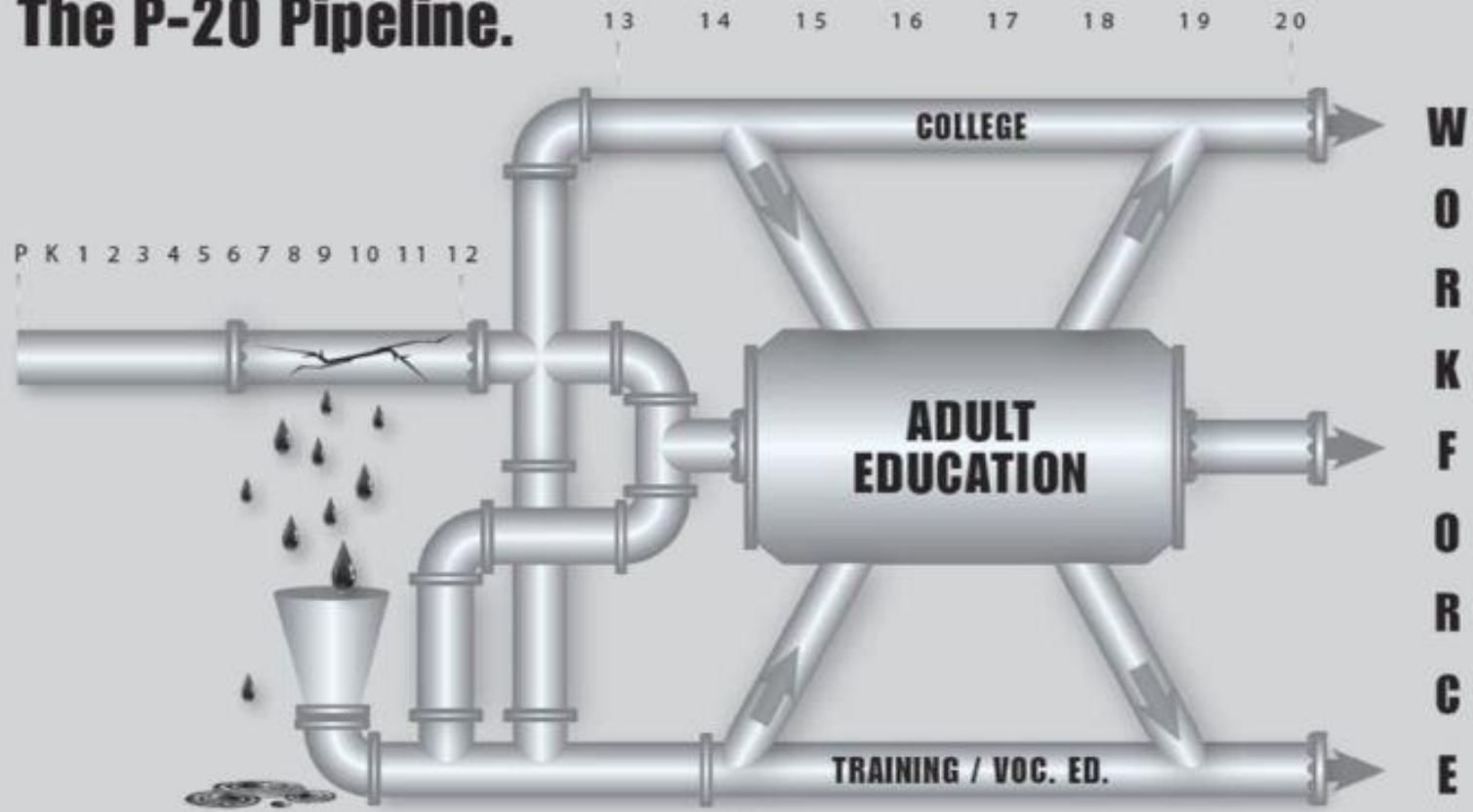


Source: 2010 American Community Survey, 1 year estimates

**WHAT ARE WE DOING TO
RE-ENGINEER OR TRANSFORM
THE NATION'S ADULT EDUCATION
SYSTEM?**

The Leaky Pipeline

The P-20 Pipeline.



Conversation has changed
from
serve and support
to
re-engineer and results

The Nation's Adult Education Game Changers:

- 1. Teacher Quality and Effectiveness**
- 2. Standards-Based Education**
- 3. Integrated Education and Training
Models – Career Pathways**

“If you don’t like change,
you’re going to like
irrelevance even less.”

General Eric Shinseki, retired Chief of Staff, U.S. Army

We must begin by having a sense of urgency...

Think NASCAR.....



...not horse and buggy

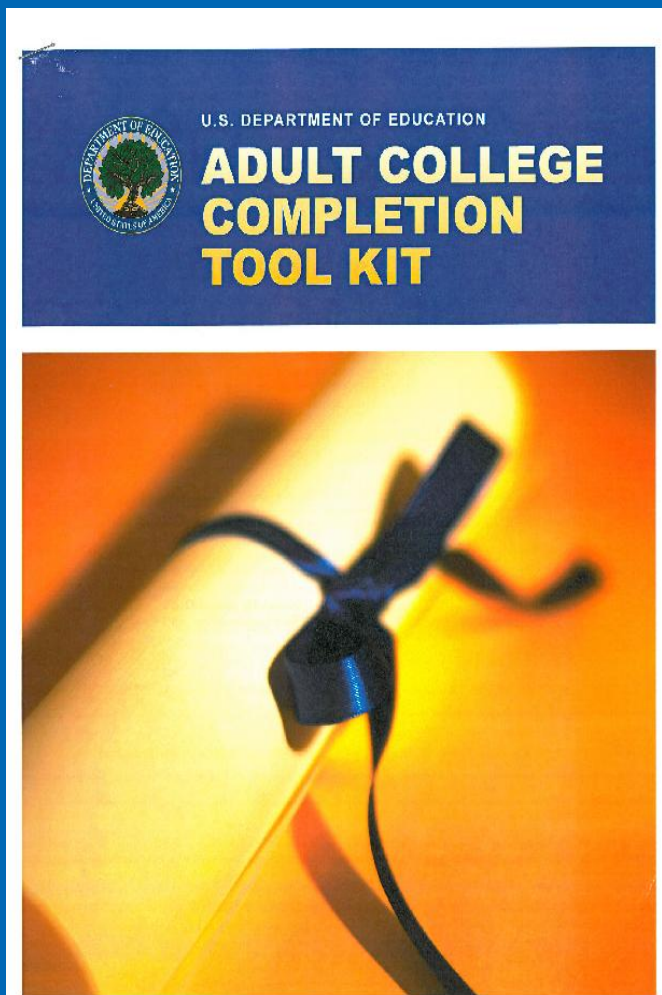
...and be able to implement change quickly.

Think Jet Ski....



Not cruise ship...





Kentucky Adult Education was recognized in the U.S. Department of Education's "*Adult College Completion Toolkit*" as a top state strategy as a result of implementing college and career readiness standards in adult education.

THE WORKING POOR FAMILIES PROJECT

POLICY BRIEF ■ SUMMER 2012

GRADUATING TO COLLEGE: THREE STATES HELPING ADULT EDUCATION STUDENTS GET A COLLEGE EDUCATION

Tom Hilliard¹

“Kentucky has far more experience than most states in strengthening adult access to postsecondary education.”

“Kentucky is ahead of almost all other states in building the common core standards into its adult education system.”

It's All About Leadership



Leadership Matters



Personnel Matters



Environment Matters



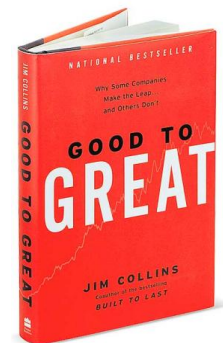
Customer Service Matters

Leadership Matters

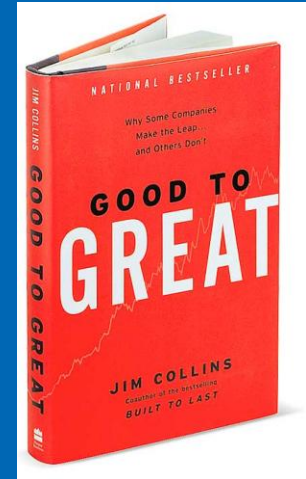
*“Good is the enemy of great. And, that is one of the key reasons why we have so little that becomes great. **We don’t have great schools, principally because we have good schools.** We don’t have great government, principally because we have good government. Few people attain great lives, in large part because it is just so easy to settle for a good life. The vast majority of companies never become great, precisely because the vast majority become quite good – and that is their main problem.”*

Jim Collins

Jim Collins, *Good to Great: Why Some Companies Make the Leap . . . And Others Don’t*, HarperBusiness, New York, 2001



Good to Great



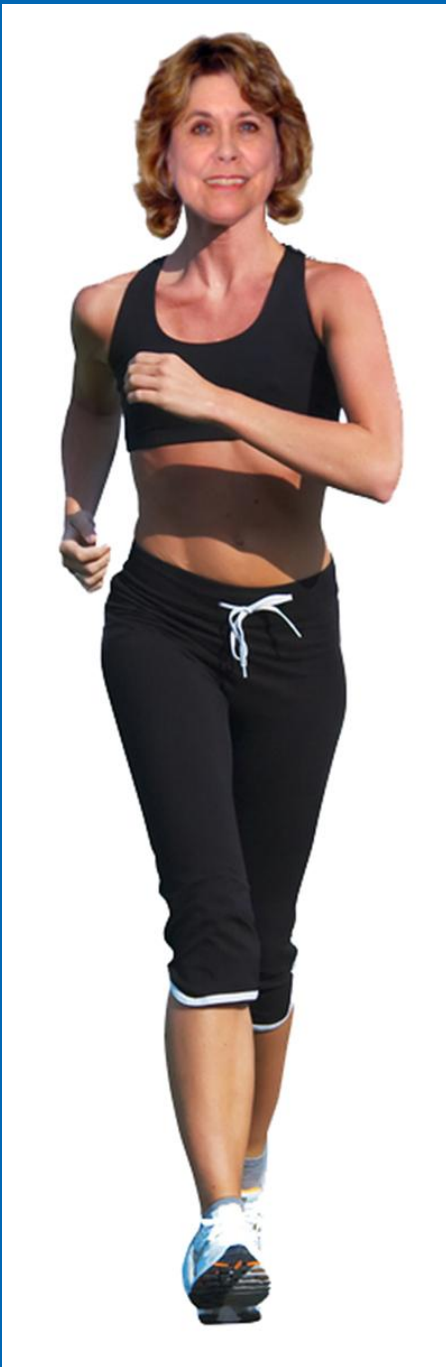
- Two Characteristics of Great Leaders
 1. Resolve
 2. Humility
- Great Leaders – When things go well, they look out the window and see who they can compliment and when they don't, look in the mirror and ask what I could do different/better next time.

Lessons from Peter Drucker about Leadership

1. A leader is someone who has followers.
2. Popularity is not leadership. Results are.
3. Leaders are highly visible, they set examples.
4. Leadership is not rank, privilege, titles, or money, it is responsibility.
5. Leaders lift others.
6. Leaders value their team.

“Leadership is a potent combination of strategy and character. But if you must be without one, be without strategy.”

General H. Norman Schwarzkopf



Leaders run from
the
status quo
and run to
innovation and
change

“If the rate of change on the outside exceeds the rate of change on the inside, the end is near.”

Jack Welch, retired CEO, GE



“Ships in harbor are safe, but that’s not what ships are built for...”

- John Shedd

JOHN ORTBERG

author of THE LIFE YOU'VE ALWAYS WANTED

IF YOU WANT TO
WALK ON WATER,
YOU'VE GOT TO
GET OUT
OF THE
BOAT



It's All About Leadership



Leadership Matters



Personnel Matters



Environment Matters

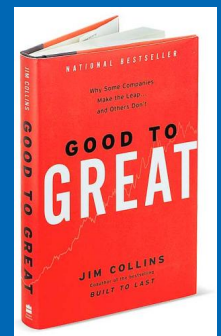


**Customer Service
Matters**

First Who . . . Then What

“We expected that good-to-great leaders would begin by setting a new vision and strategy. We found instead that they *first* got the right people on the bus, the wrong people off the bus, and the right people in the right seats – and *then* they figured out where to drive it. The old adage “People are your most important asset” turns out to be wrong. People are *not* your most important asset. The *right* people are.”

Jim Collins, *Good to Great: Why Some Companies Make the Leap . . . And Others Don't*, HarperBusiness, New York, 2001



Hire Well!

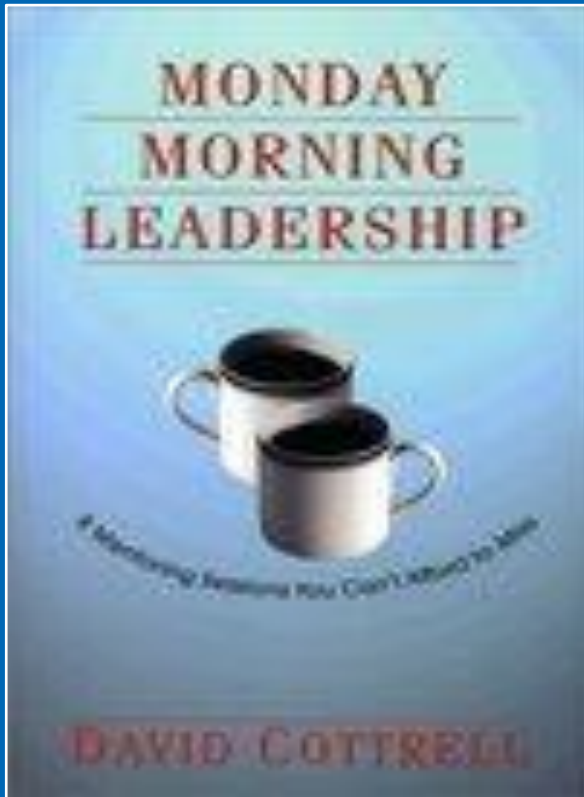


Monday Morning Leadership

“The decision you have to make is to hire tough and manage easy, or hire easy and manage tough. I can assure you that the best thing to do is to take your time on the front end so that you can enjoy having the **RIGHT PEOPLE** on your team.”

David Cottrell, *Monday Morning Leadership*, Corner Stone Leadership Institute, Dallas, Texas, 2002

Monday Morning Leadership



First, hire
good
employees.

Second, coach
every member
of the team to
become better.

Third, dehire
the people
who aren't
carrying their
share of the
load.

“If we expect more from our students ...shouldn’t we expect more from our instructors, ourselves?”

*Hunter R. Boylan
Director, National Center for
Developmental Education*

It's All About Leadership

Leadership Matters

Personnel Matters

Environment Matters

Customer Service Matters



People Flock to the Company's Stores for the Total Starbucks Experience

In essence, they come for...



- the comfortable setting;
- where they are valued on a personal level;
- where a meaningful connection is made.

To Achieve the Starbucks Experience

- The ambience of the store must be inviting.
- A place where a person will feel comfortable hanging out alone or with friends.
- “Third Place” – must capture a unique warmth that sets it apart from the first two places in most people’s lives: work and home.



It's All About Leadership



Leadership Matters



Personnel Matters



Environment Matters



Customer Service Matters

How passion in your work and life
can turn the ordinary into
the extraordinary

The

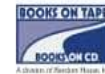
Fred

F A C T O R



Mark Sanborn

READ BY THE AUTHOR



AN UNABRIDGED PRODUCTION

Mark Sanborn, *The Fred Factor*, Double-day, 2004

The Fred Principles

Principle 1

- **Everyone makes a difference**

Principle 2

- **Success is built on relationships**

Principle 3

- **You must continually create value for others and it doesn't have to cost a penny**

Principle 4

- **You can reinvent yourself regularly**

Southwest Airlines

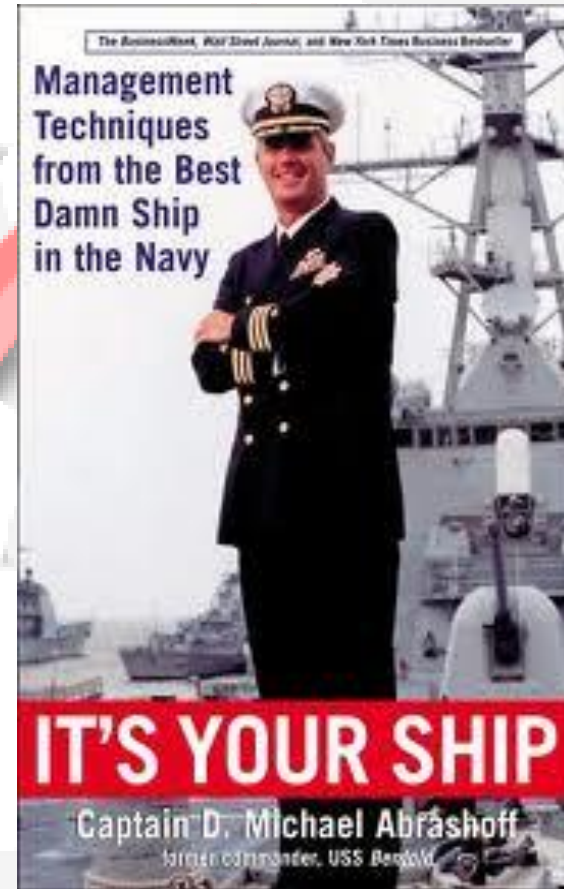
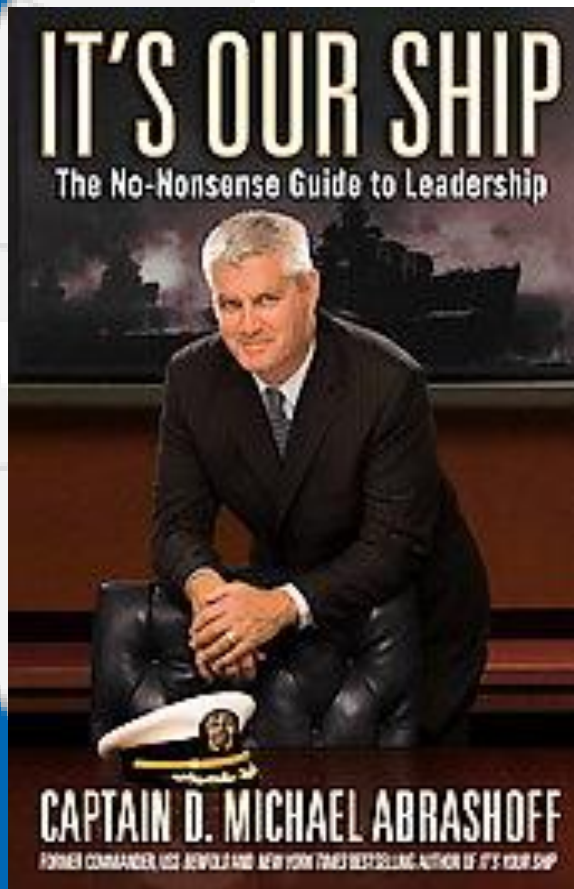
More than 37 years ago, Rollin King and Herb Kelleher got together and decided to start a different kind of airline. They began with one simple notion: If you get your passengers to their destinations when they want to get there, on time, at the lowest possible fares, and make darn sure they have a good time doing it, people will fly your airline. And you know what? They were right.



*“No country however rich,
can afford the waste of its
human resources.”*

Franklin D. Roosevelt

In Summary...



Contact:

KENTUCKY
Adult Education



Your future starts here!

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